

American Executives

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Getting Restless?

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NEA Feature Writer

Then employers don't know it, but there are a lot of rising young executives in this country—most in responsible, well-paying positions—who are secretly hunting for new jobs.

William F. Breitmayer knows of at least 12,000 of them, all in the five-figure-plus salary bracket, who, at the drop of a "you're hired," will happily clean out their desks and move along.

Breitmayer runs a confidential clearing house for footloose executives called Executive Register. For \$75 and a copy of his resume, the itchy exec gets lists of job specifications from about a half dozen of the 600 firms registered with Breitmayer's outfit. If the executive is interested in any of them, he bites and the old firm has one less salary to pay.

IT'S A PAINLESS operation and a growing business. Breitmayer says Executive

Register has been so successful (the company is about a year old) that the competition is getting keener. There are at least six other firms which are offering roughly the same service as Executive Register.

Breitmayer, a Yale man who spent 10 years in the Central Intelligence Agency ("I used to say the 'Foreign Service'") before starting his clearing house, says that middle and top management are "very restless groups whose restlessness has been increasing since World War II.

"WE FIGURE that there's an executive labor pool of something like two million people and at least eight per cent of them move from one job to another every year."

This, Breitmayer points out, is a relatively new thing because for years tradition, a need for constant security and intense loyalty kept executives strapped to the same company for 30 or more years.

"Loyalty still means a lot," Breitmayer says, "but there is a growing feeling that a man's career is his own and that it is the most important thing in his life, next to his family. And relatively few people are concerned with security these days."

THE REPORTER wanted to know if an executive who plays musical chairs with companies—like five jobs in as many years—can be assured of a reasonably successful career.



BREITMAYER: Few people today really are concerned with security.

"Now, a certain amount of skipping around in a man's earlier years—before he's 30—isn't eyebrow-raising," Breitmayer says, "but if he's still footloose in his 30s, it sometimes indicates a lack of maturity and direction."

"On the other hand I'm very leery of men who, right after college, join a big company and stay with it for 20 years. They may be stagnating."

SPEAKING of college, is it necessary for a rising

young executive to have a degree? "Absolutely," Breitmayer says. "Of course, the Ivy League, old-school tie syndrome is a thing of the past. It makes relatively little difference where you go to school. In fact, an Ivy League graduate may have tougher going, especially if the company president comes from a midwestern university."

Through case studies, Executive Register has found that the young man who gets ahead fastest, is, first of all, a college graduate who knows a foreign language and has an advanced degree.

"A successful executive is one who can and will take responsibility. Companies don't want the Organization Man who can merely per-

form and not make waves," Breitmayer says.

"AND A MAN with executive potential is capable of doing the job himself if he has to—but he should be a good manager, too. Of course, leadership and stimulation of a group of people also are important."

If an ambitious young man really wants to get to the top of the heap rapidly,

in what field should he concentrate? Breitmayer's answer: "Based on the flux of the current labor pool, the profession which best equips a man for top management is engineering coupled with a good background in finance. Such a man would be ready for almost anything."

There are a lot of English majors who are going to be unhappy about that.